

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Office of the Secretary:OS (and below)

**For 1st Quarter 2020 for period ending December 31, 2019**

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Number of Complaints Filed	46	51	40	53	31	11
Number of Complainants	46	50	40	53	31	11
Repeat Filers	0	1	0	0	0	0
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	
Race	27	18	16	24	13	7
Color	6	7	8	9	5	3
Religion	0	1	1	4	0	0
Reprisal	27	37	27	36	22	5
Sex	23	20	15	24	10	7
PDA	1	0	0	0	1	0

National Origin	6	4	6	8	3	1
Equal Pay Act	0	0	0	0	0	0
Age	18	11	12	22	8	5
Disability	13	10	10	12	10	4
Genetics	0	0	0	0	0	0
Non-EEO	1	0	0	0	1	1
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	2015	2016	2017	2018	2019	2020Thru12-31
Appointment/Hire	2	0	0	0	0	1
Assignment of Duties	6	4	3	6	2	0
Awards	1	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	0	0	0	0
Reprimand	4	1	1	4	0	1
Suspension	1	1	3	2	1	0
Removal	0	1	2	0	1	1
Other	0	0	0	1	0	0
Duty Hours	1	0	0	0	0	0
Perf. Eval./ Appraisal	8	8	8	20	4	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						
Non-Sexual	23	12	19	27	18	9

<b>Sexual</b>	1	1	0	3	0	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	0	2	0	0	2	0
Promotion/Non-Selection	13	18	11	16	6	0
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	1	1	2	0	0
Reasonable Accommodation Disability	6	2	3	7	2	1
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0
Telework	1	5	0	5	1	0
Termination	2	3	0	0	2	0
Terms/Conditions of Employment	13	22	13	19	12	4
Time and Attendance	2	1	3	4	0	0
Training	3	1	1	3	1	0
<b>Other</b>						
User Defined - Other 1	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0

Processing Time	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
<b>Complaints pending during fiscal year</b>						
Average number of days in investigation	299.04	164.93	175.41	182.19	166.11	142.67
Average number of days in final action	35.69	28.95	22.00	24.00	32.65	0
<b>Complaint pending during fiscal year where hearing was requested</b>						
Average number of days in investigation	384.07	169.76	168.69	193.29	165.05	140.50
Average number of days in final action	27.67	17.78	9.60	16.70	30.96	0
<b>Complaint pending during fiscal year where hearing was not requested</b>						
Average number of days in investigation	166.78	153.73	191.67	142.71	169.14	147.00
Average number of days in final action	42.22	39.00	37.50	32.86	41.40	0
Complaints Dismissed by Agency	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total Complaints Dismissed by Agency	5	6	6	3	6	2
Average days pending prior to dismissal	79.8	80.33	163.5	87	103.33	71
<b>Complaints Withdrawn by Complainants</b>						
Total Complaints Withdrawn by Complainants	2	0	2	6	2	1















Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Total complaints from previous Fiscal Years	24	29	48	52	43	57
Total Complainants	24	29	48	52	43	57
<b>Number complaints pending</b>						
Investigation	0	0	0	0	0	3
ROI issued, pending Complainant's action	0	0	0	0	0	0
Hearing	24	28	48	52	43	48
Final Agency Action	0	1	0	0	0	5
Appeal with EEOC Office of Federal Operations	44	52	10	4	4	6
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2020Thru12-31
	2015	2016	2017	2018	2019	
Pending Complaints Where Investigations Exceed Required Time Frames	0	0	0	0	0	0